

# ***USAIC&FH***



## **Workforce Commercial Activities Studies Presentation**





# ***Presentation Overview***

- **Garrison Commander's Welcome**
- **CG's Opening Remarks**
- **CA Team Introductions**
- **CA Studies Overview**
  - *Process*
  - *Milestones*
  - *Our Advantages*
  - *How You Can Help*
- **Questions & Answers**





# CA Study Teams

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- **AG CA Study Team**
  - AG - Ms. Judith Max
  - AG CA Study Team Leader - Mr. Steve Echard
  - Support Contractor - Mrs. Julie Nielsen-Neas, KPMG Consulting
  
- **DOIM CA Study Team**
  - DOIM - MAJ Singer
  - DOIM CA Study Team Leader - MAJ Singer
  - Support Contractor - Mr. Joe Henry, KPMG Consulting
  
- **TSC CA Study Team**
  - VI Manager - Mr. John McGovern
  - TSC CA Study Team Leader - Mr. John McGovern
  - Support Contractor - Mr. Jack Warf, MAI





# ***CA Study Support Team***

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- **CPAC - Mr. Al Buhl**
- **SJA - Mr. Greg Lund**
- **DOC - Ms. Gloria Golden**
- **PAO - MAJ Williams**
- **DRM - Ms. Henri Hull**
- **IRAC - Mr. Jim Freauff**



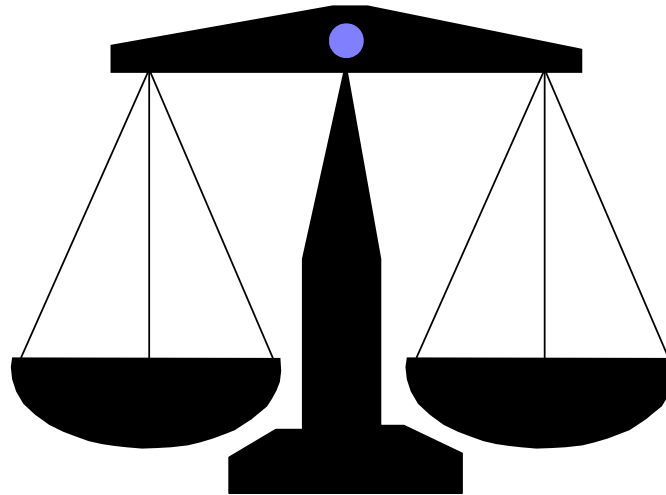


# ***What is a Commercial Activities Study?***

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*It is a COMPETITION*

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**Government**



\$  
**Private Sector**

***WHO CAN PERFORM THE FUNCTION  
AT THE LOWEST COST?***





# ***Why Conduct a CA Study?***

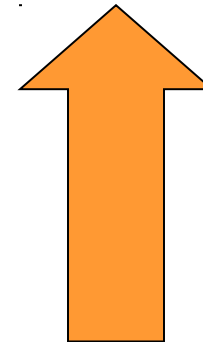
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***Decreasi  
ng  
Budgets***



**Available  
Dollars**

**Personnel  
Infrastructure  
Equipment  
Readiness**

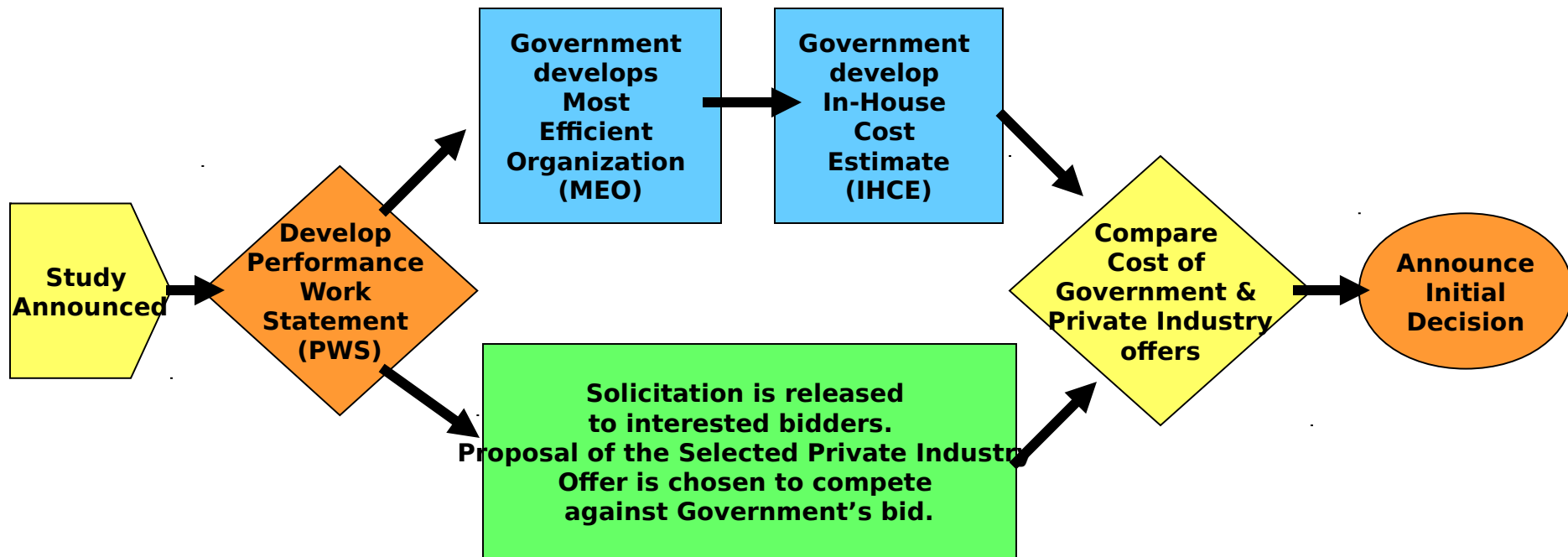


***Increasi  
ng  
Costs***





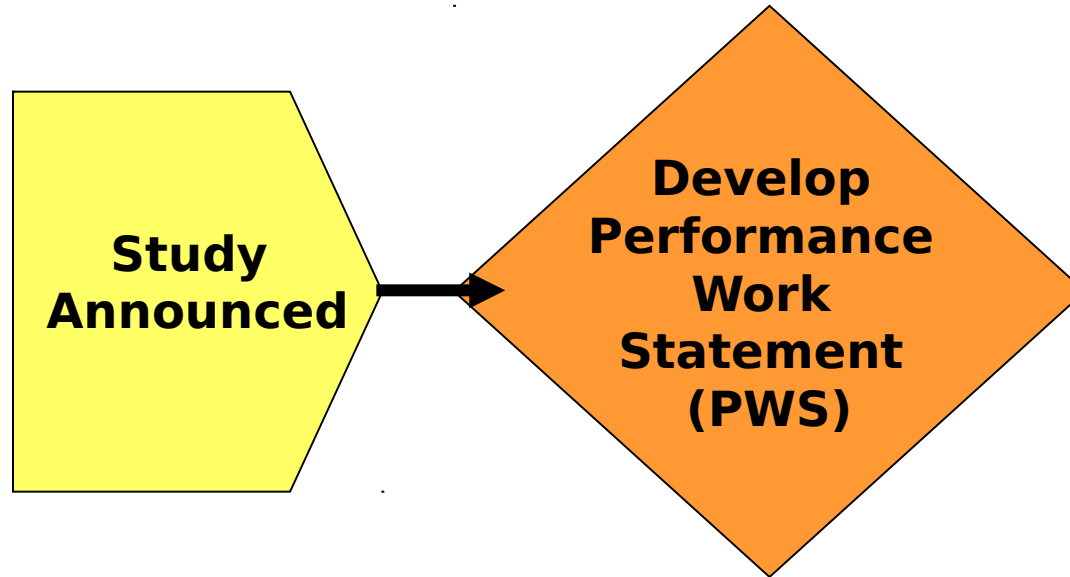
# ***The CA Study Process***





# ***The CA Study Process***

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# ***Performance Work Statement (PWS)***

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## ■ **What Is It?**

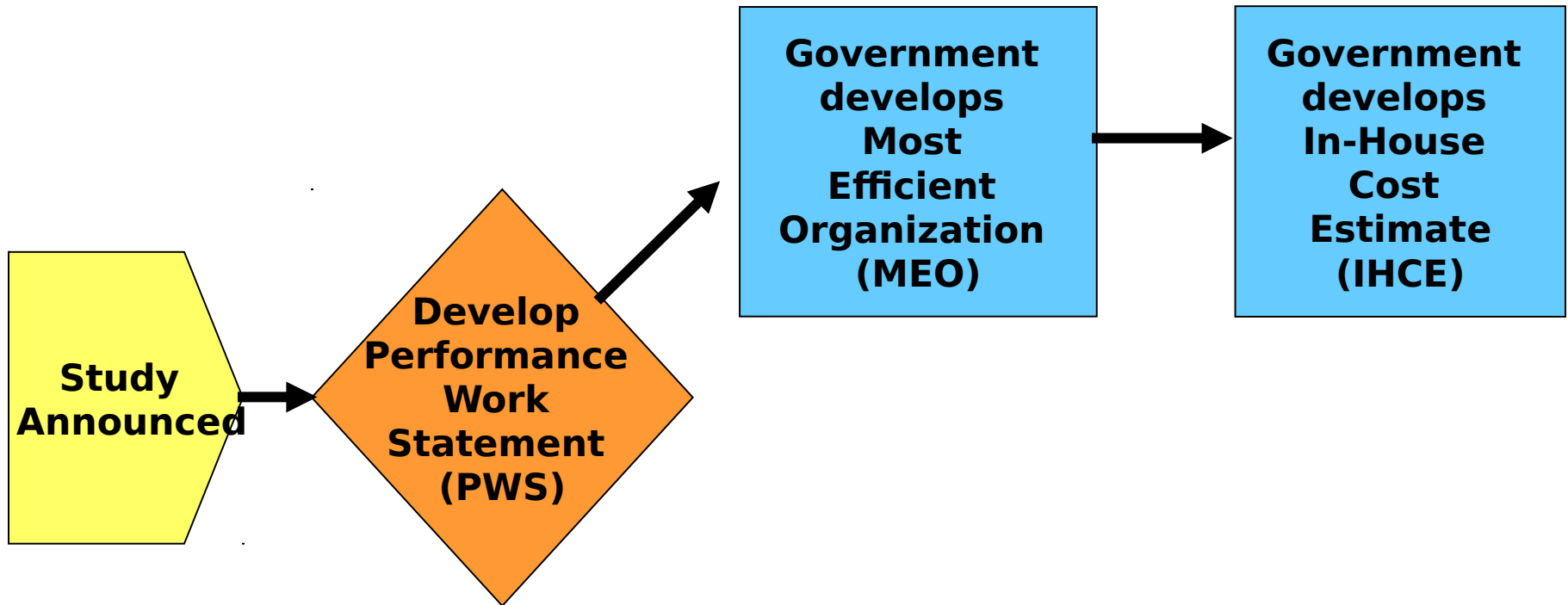
- *A legal document which describes . . .*
  - Required services
  - Performance standards & measures
- *Involvement by all employees, civilian & military, is essential*

***PWS TELLS WHAT IS REQUIRED,  
BUT NOT HOW TO DO IT***





# ***The CA Study Process***





# ***Most Efficient Organization (MEO)***

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## ▪ **What Is It?**

- *Streamlined Government organization including Governmental in Nature functions*
- *Built to perform the work requirements identified in the PWS in the most efficient manner*
- *Military billets converted to civilian positions*

***IT IS NOT NECESSARILY THE WAY  
WE DO BUSINESS TODAY***





# ***In-House Cost Estimate (IHCE)***

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## ■ **What Is It?**

- *Identifies the estimated cost of the Government's MEO*
- *Prepared in accordance with Office of Management & Budget & Army guidance*
- *Checked by Army Audit Agency (AAA)*

***IT WILL BE OUR BID  
TO PERFORM THE WORK***





# ***Confidentiality***

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- **Information Regarding the MEO & IHCE Is Competition Sensitive**
- **Disclosure of MEO-related Information Could Adversely Affect or Impact Our Competitiveness**





# ***The Announcement***

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- **Announcement of Cost Comparison**
- **Transition to New Organization**
  - *MEO*
  - *Contractor Performance*





# ***Where Are We Now?***

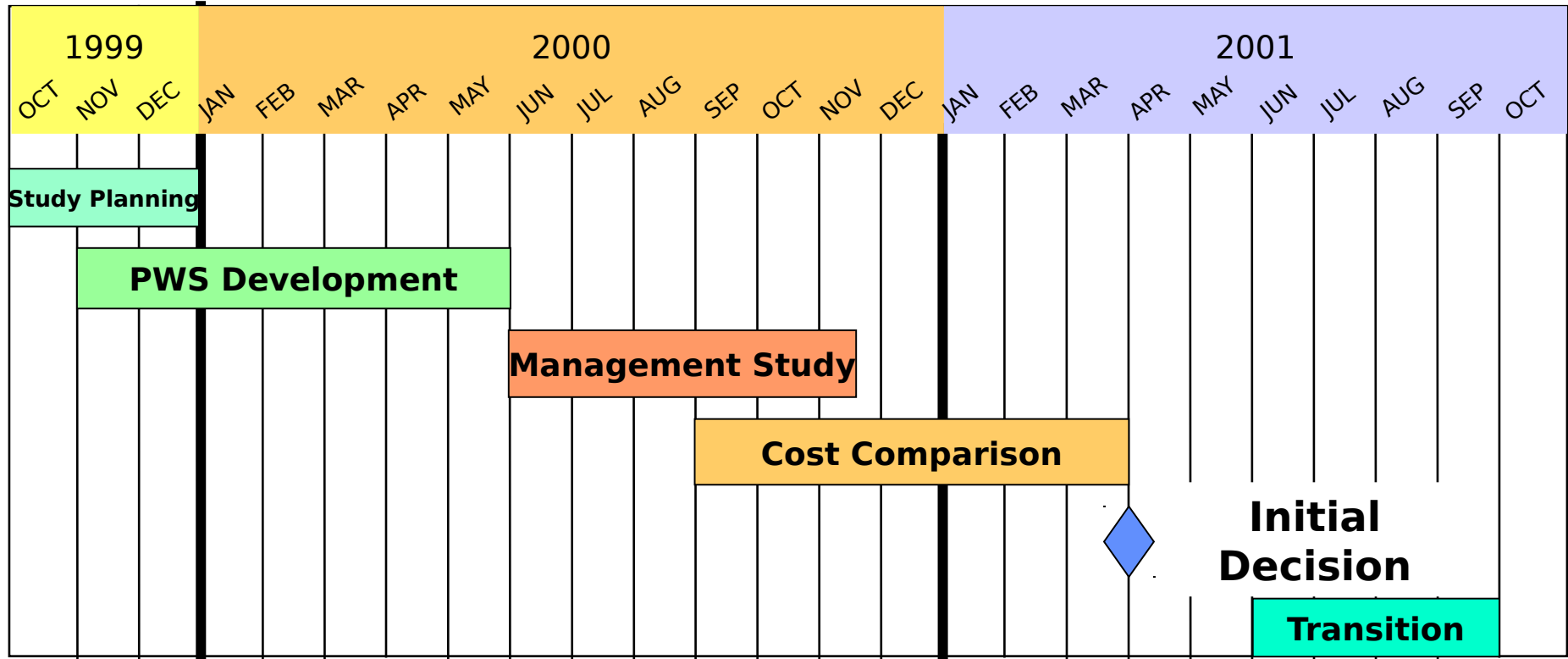
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- **Completed Study Planning**
- **Reviewing the “As Is” Organization & Processes**
- **Collecting, Reviewing & Analyzing Data of Both Military & Civilian Functions**
- **Beginning to Write the PWS**





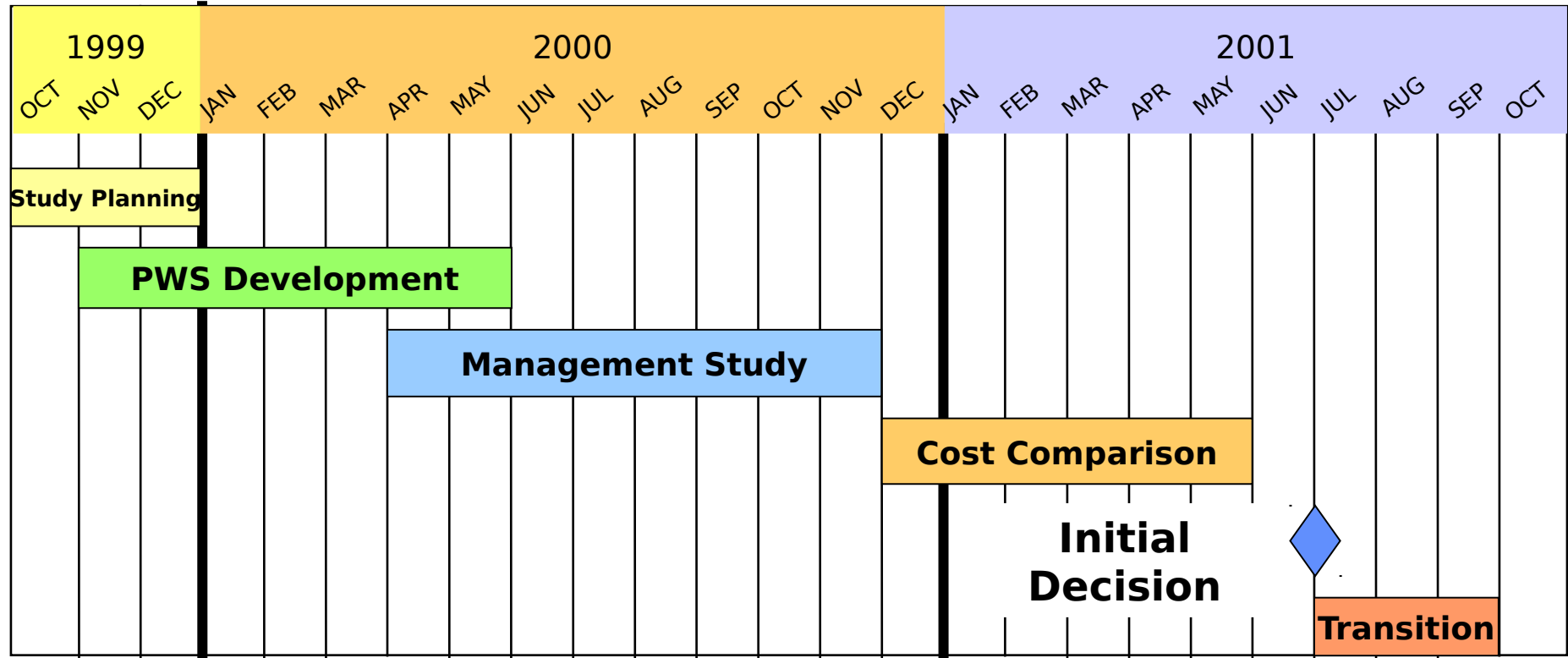
# ***AG & DOIM CA Study Milestones***







# ***TSC CA Study Milestones***





# ***Where Are We Going?***

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- **Develop PWS Based on Future Workload Projections & Realistic Performance Standards**
- **Identify Most Efficient Ways of Accomplishing the Work**
  - *Process Improvement*
  - *Best Practices*





# ***How Will I Know How Things Are Going?***

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- **Contact . . .**
  - *Your Chain of Command*
  - *Your CA Study Team*
  
- **Visit the TRADOC CA Study Web Site**
  - *Submit your questions; view answers*
  - *Check on study status updates*
  - *www-tradoc.army.mil*
  
- **Visit the Fort Huachuca Web Site**
  - *Study progress; submit questions*
  - *huachuca-www.army.mil*





# ***How Will I Know How Things Are Going?*** *continued*

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- **“The Scout” Articles**
- **Employee Updates Will Be Given Monthly**

***Don't Let Rumors Keep You Informed  
They Can Lead to Confusion***





# ***Our Competitive Advantages***

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- **Experienced Workforce With Great Ideas**
- **We Know Our Business & Facilities**
- **Talented & Innovative CA Study Team**
- **We Don't Have To Show a Profit**
- **10% Edge in Cost Comparison**





# ***What Can I Do To Help?***

- **Become Involved in the Process**
- **Offer Suggestions & Insights -- Think of Solutions, Not Just Problems or Complaints**
- **Be Open & Honest During Interviews**

***PROVIDE THE CA STUDY TEAM  
YOUR INPUTS & COMMENTS***





# *Questions?*

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